



CITY OF CHICAGO
OFFICE OF INSPECTOR GENERAL

20
25

Recommendation to Reopen Chicago Police Department Disciplinary Investigation

CPD Log #2021-0003104

OIG Case #C2024-0000000506

Published December 23, 2025

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Pursuant to the Municipal Code of Chicago (MCC) § 2-56-230(c)(ii), the Public Safety section of the City of Chicago Office of Inspector General (OIG) conducts reviews of individual closed disciplinary investigations conducted by the Civilian Office of Police Accountability (COPA) and the Chicago Police Department's (CPD) Bureau of Internal Affairs (BIA). Based on those reviews, OIG may make a recommendation to reopen the investigation to address a deficiency materially affecting its outcome.

Log #2021-0003104 concerns allegations against CPD Officer Jeffrey Zlotkowski, Star #18596, related to an off-duty confrontation with the complainant. COPA recommended separation for Officer Zlotkowski on sustained findings that Officer Zlotkowski engaged in an unjustified verbal altercation, followed the complainant to their residence without justification, used excessive force without justification, and drove without due regard for the safety of all persons. Additionally, COPA served allegations against Officer Marcus Turner, Star #14203, for failing to conduct a thorough and proper preliminary investigation. COPA reached a finding of Sustained and recommended a 10-day suspension for Officer Turner.

In the Original Case Incident Report, both Officer Turner and Officer Alvarez are listed as Reporting Officers. Yet, COPA did not serve Officer Alvarez with any allegations despite sustaining the charges against Officer Turner for failing to conduct a thorough and proper preliminary investigation.

On April 11, 2024, CPD Superintendent Larry Snelling requested that COPA conduct further review of Log #2021-0003104 to address the lack of information from witnesses, and to serve Officer Alvarez with Notification of Charges/Allegations for failing to conduct a thorough and proper preliminary investigation. Superintendent Snelling noted that the complainant, and the complainant's neighbor, informed Officer Alvarez that Officer Zlotkowski was intoxicated; however, Officer Alvarez failed to include this information on the Original Case Incident Report.

On October 15, 2024, COPA notified BIA that it declined to reopen Log #2021-0003104 and listed its efforts to contact witnesses. However, COPA failed to address Superintendent Snelling's request to serve Officer Alvarez with allegations that Officer Alvarez failed to conduct a thorough and proper preliminary investigation just as COPA had sustained for Officer Turner.

On December 27, 2024, OIG recommended that COPA serve Officer Alvarez with all appropriate allegations either in Log #2021-0003104 or under a separate log number.

OIG learned that Superintendent Snelling submitted to COPA a Partial Non-Concurrence letter concurring with COPA's findings against Officer Zlotkowski but not concurring with COPA's findings against Officer Turner recommending that, "There should not be a penalty" against Officer Turner. COPA accepted Superintendent Snelling's recommendations and stated there would be a supplemental report distributed.

On February 26, 2025, COPA declined OIG's recommendation to reopen the investigation to serve Officer Alvarez with all appropriate allegations noting that "arbitrators routinely rescind or

significantly reduce discipline against officers in cases over three years old. Reopening this case now to serve allegations against Officer Alvarez is unlikely to result in sustained discipline.”

On November 18, 2025, OIG furthered reviewed Log #2021-0003104 and observed that COPA had not uploaded its supplemental report, nor had it changed its finding against Officer Turner. OIG then sent COPA a Notice of Error related to these facts.

On December 2, 2025, COPA notified OIG that the supplemental report was uploaded to the case file and the finding for Officer Turner was corrected in the Case Management System.

OIG’s letter to COPA containing its recommendations is attached at Appendix A. COPA’s response is attached at Appendix B.

Appendix A | OIG Letter



Deborah Witzburg | Inspector General
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Via Electronic Mail

December 27, 2024

ANDREA KERSTEN
CHIEF ADMINISTRATOR
CIVILIAN OFFICE OF POLICE ACCOUNTABILITY
1615 WEST CHICAGO AVENUE, 4TH FLOOR
CHICAGO, ILLINOIS 60622

Re: Log #2021-0003104

Dear Chief Administrator Kersten:

Pursuant to § 2-56-230(c)(ii) of the Municipal Code of Chicago (MCC), the Office of Inspector General's (OIG) Public Safety section has conducted a preliminary review of the investigation conducted by the Civilian Office of Police Accountability (COPA) in Log #2021-0003104. OIG recommends that the investigation be reopened to serve allegations to all responding officers. Log #2021-0003104 is currently in the Office of Legal Affairs (OLA) review.

Log #2021-0003104 concerns allegations against Chicago Police Department (CPD) Officer Jeffrey Zlotkowski, Star #18596, related to an off-duty confrontation with the complainant. COPA recommended separation for Officer Zlotkowski on sustained findings that Officer Zlotkowski engaged in an unjustified verbal altercation, followed the complainant to their residence without justification, used excessive force without justification, and drove without due regard for the safety of all persons. Additionally, COPA served allegations against Officer Marcus Turner, Star #14203, for "failing to conduct a thorough and proper preliminary investigation."¹ COPA reached a finding of sustained and recommended a 10-day suspension for Officer Turner.

On August 8, 2021, the complainant called 911 and stated that an unknown intoxicated male, who was claiming to be a police officer, attacked them.² Officer Turner and Officer Sandra Alvarez, Star #16044, responded to the complainant's call. On Officer Alvarez's body worn camera (BWC) footage, at approximately the 1:35 mark, the complainant states, "I believe he's drunk too," pointing at Officer Zlotkowski.³ At the 3:17 mark, Officer Alvarez asks Officer Zlotkowski whether he has identification. Officer Zlotkowski approaches a vehicle, leans in through the window, attempts to grab the driver's side door handle to open the door, and stumbles backwards. The complainant states to Officer Alvarez, "He's drunk, too." At the 6:53 mark, a neighbor of the complainant and a witness to the incident, states to Officers Alvarez and Turner, "He's a drunk cop from Mt.

¹ Attachment 20.

² Attachment 4.

³ Attachment 15.

Greenwood.” At the 7:42 mark, the complainant states to Officer Zlotkowski, “You were coming back from drinking from someone’s house.” Officer Zlotkowski denied the allegation made by the complainant stating, “No, I was not. Dude, I was not.” At the 12:00 mark, Sergeant Tara Richardson, Star #1922, arrives to the scene. Sgt. Richardson talks with Officer Turner, then the complainant, and then Officer Zlotkowski. Sgt. Richardson states that the complainant does not want to press charges, but that the responding officers would be writing a report, and she would initiate a log number.

On November 8, 2023, COPA presented Officer Turner with a Notification of Charges/Allegations, stating that Officer Turner committed misconduct by “failing to conduct a thorough and proper preliminary investigation.”⁴ During Officer Turner’s statement, COPA asked if Officer Zlotkowski smelled of alcohol, and had slurred speech or bloody eyes. Turner states, “From my memory, no. Looking at the BWC, didn’t appear to be so.” COPA asked why Officer Turner did not tell Sgt. Richardson that the complainant stated that Officer Zlotkowski was drunk. Turner stated that the accused did not seem intoxicated, and he did not feel it was “relevant.”⁵ COPA asked Officer Turner who completed the case report for the incident. Officer Turner stated, “Judging by the way it’s written, I would have to say my partner, Sandra,” referring to Officer Alvarez.⁶ COPA asked Officer Turner what Officer Alvarez did at the scene. Officer Turner stated that Officer Alvarez separated the witnesses, Officer Zlotkowski, and the complainant. In the Original Case Incident Report, both Officer Turner and Officer Alvarez are listed as Reporting Officers.⁷

Despite sustaining the charges against Officer Turner for failing to conduct a thorough and proper preliminary investigation, COPA did not serve Officer Turner’s partner, Officer Alvarez, with any allegations.

On April 11, 2024, CPD Superintendent Larry Snelling requested that COPA conduct further review of Log #2021-0003104 to address the lack of information from witnesses, and to serve Officer Alvarez with Notification of Charges/Allegations for failing to conduct a thorough and proper preliminary investigation and request a statement from Officer Alvarez, highlighting, “Members conducting any preliminary investigation, whether in-person or over the phone, will conduct a thorough and accurate preliminary investigation.”⁸ Superintendent Snelling addressed how the complainant, and the complainant’s neighbor told Officer Alvarez that Officer Zlotkowski was intoxicated; however, Officer Alvarez failed to include this information on the Original Incident Case Report.

On October 15, 2024, COPA notified BIA that it declined to reopen Log #2021-0003104 and listed its efforts to contact witnesses. In COPA’s communication, however, COPA failed to address Superintendent Snelling’s request to serve Officer Alvarez with allegations.⁹

Based on OIG’s preliminary review, and without taking any position on any other aspect of the investigation, OIG recommends COPA serve Officer Sandra Alvarez, Star #16044, with all appropriate allegations in Log #2021-0003104 or under a separate log number.

⁴ Attachment 20.

⁵ Attachment 36, pg. 24.

⁶ Attachment 36, pg. 19.

⁷ Attachment 2.

⁸ Attachment 42.

⁹ Attachment 43.

Please contact Chief Investigative Analyst LaDonna Candia-Flanagan at lcandia-flanagan@igchicago.org or (773) 478-5614 with any questions. Please send your response to this recommendation within the time allowed by MCC § 2-56-245. OIG will consider a failure to respond in the time permitted by ordinance to be a declination of our recommendation. OIG looks forward to COPA's response, and recommends that COPA incorporate this letter and its response into the electronic case file to provide for a complete record.

Respectfully,



Tobara Richardson
Deputy Inspector General for Public Safety
Office of Inspector General

cc: Deborah Witzburg, Inspector General, OIG
Samuel Chae, Associate General Counsel for Public Safety, OIG
LaDonna Candia-Flanagan, Chief Investigative Analyst for Public Safety, OIG
Robin Murphy, General Counsel, COPA
Angela Snell, Chief Investigative Law Officer, COPA
Yolanda Talley, Chief, Bureau of Internal Affairs, CPD

Appendix B | Department Response



RE: Recommendation to Reopen Log #2021-0003104

From Angela Snell <Angela.Snell@chicagocopa.org>

Date Wed 2/26/2025 2:54 PM

To LaDonna Candia-Flanagan <lcandia-flanagan@igchicago.org>; Andrea Kersten <Andrea.Kersten@chicagocopa.org>

Cc Robin Murphy <Robin.Murphy@chicagocopa.org>; Yolanda Talley <yolanda.talley@chicagopolice.org>; Tobara Richardson <trichardson@igchicago.org>; Samuel Chae <schae@igchicago.org>; Deborah Witzburg <dwitzburg@igchicago.org>

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Good afternoon, COPA respectfully declines to reopen this investigation. As noted in your letter, COPA sustained several serious allegations against Officer Jeffrey Zlotkowski. The Superintendent has agreed with COPA's recommendation that Officer Zlotkowski be discharged from CPD. Importantly, this incident occurred in August 2021, approximately three and half years ago. As COPA has noted elsewhere, arbitrators routinely rescind or significantly reduce discipline against officers in cases over three years old. Reopening this case now to serve allegations against Officer Alvarez is unlikely to result in sustained discipline. Please let me know of any questions.

Best,

Angie Snell (she/they)
Assistant General Counsel
Civilian Office of Police Accountability (COPA)
1615 W. Chicago Ave.
Chicago, IL 60622
Office: 312-746-0186
Cell: 312-965-2025

From: LaDonna Candia-Flanagan <lcandia-flanagan@igchicago.org>

Sent: Friday, December 27, 2024 12:21 PM

To: Andrea Kersten <Andrea.Kersten@chicagocopa.org>

Cc: Angela Snell <Angela.Snell@chicagocopa.org>; Robin Murphy <Robin.Murphy@chicagocopa.org>; Yolanda Talley <yolanda.talley@chicagopolice.org>; Tobara Richardson <trichardson@igchicago.org>; Samuel Chae <schae@igchicago.org>; Deborah Witzburg <dwitzburg@igchicago.org>

Subject: Recommendation to Reopen Log #2021-0003104

[Warning: External email]

Dear Chief Administrator Kersten:

On behalf of Deputy Inspector General Tobar Richardson, please find attached to this email a recommendation to reopen Log #2021-0003104 currently in OLA review. Please acknowledge your receipt of this correspondence and let me know if you have any questions.

LaDonna Candia-Flanagan

Chief Investigative Analyst-Public Safety

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Chief Investigative Analyst for Public Safety

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For further information about this report, please contact the City of Chicago Office of Inspector General, 231 S. LaSalle Street, 12th Floor, Chicago, IL 60604, or visit our website at igchicago.org.

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